

**AMERICAN EMBASSY
DAKAR, SENEGAL
VACANCY ANNOUNCEMENT**

JOB ANNOUNCEMENT NUMBER: DKR-2013-047

OPEN TO: All interested candidates
POSITION: Plumber FSN4/ FPAA
OPENING DATE: August 7th, 2013
CLOSING DATE: August 21st, 2013
WORK HOURS: Full-time position 40 hours/week

ALL ORDINARILY RESIDENT APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

*The U.S. Embassy in Dakar is seeking an individual for the position of **Plumber**.*

Copy of the complete position description listing all duties and responsibilities are available on the US Embassy website <http://dakar.usembassy.gov/>.

Send your applications via e-mail to DakarHRO@state.gov.

BASIC FUNCTION OF POSITION

Performs journeyman level maintenance and repair work on plumbing equipment to include but not limited to: sinks, toilets, bathtubs, shower, washing machines, dishwashers, and distiller. Makes necessary repair and installation in Embassy offices, consular offices and residences. Works for the facilities maintenance manager under the direct supervision of the maintenance Supervisor or his assigned foreman

MAJOR DUTIES AND RESPONSIBILITIES

Upon receipt of approved work order, goes to the designed location with necessary tools and equipment and performs required service. Requests supervisor's guidance for problems which require additional authorization such as the acquisition of additional parts and materials. Advises Maintenance Supervisor as to the viability of a proposed project to include an estimate of the cost of completion and time required. Co-ordinates and completes required work while keeping supervisor informed on status of project. Keeps an inventory of all tools received; cleans, services them; informs supervisor immediately when tools are lost or broken; suggests new tools and equipment purchases. Identifies and reports to supervisor all areas in which maintenance work is needed paying particular attention to fire and life safety requirements. Will, on occasion, supervise trades helpers or local contractors to accomplish assigned objectives. May be required to operate pickup truck or light cargo vehicle to transport tools, equipment, and materials to and from the work site.

QUALIFICATIONS REQUIRED FOR EFFECTIVE PERFORMANCE

- a. Education:** Completion of elementary school is required. Completion of vocational training or apprenticeship recognized as producing journeyman mechanic skills, or equivalent experience, is required
- b. Prior Work Experience:** Two years of journeyman mechanic experience, in the field of plumbing, is required
- c. Post Entry Training:** OJT
- d. Language Proficiency:** Level 3/3 French and Level 1/1 English is required
- e. Job Knowledge:** Must have full journeyman mechanic (plumber) knowledge of established practices and procedures relating to the field

- f. Skills and Abilities:** Must be able to use all tools of the trade and be able to obtain a local drivers' license

POSITION ELEMENTS

a. Supervision Received:

Position is supervised directly by the Facility Manager. In his absence or as delegated he/she may be supervised by the Electrical or Mechanical Engineer Supervisor acting on the Facility Managers behalf.

b. Available Guidelines:

Work Orders for Windows (WOW) training guide, Facilities Maintenance Handbook, Post Housing Handbook; Post Operations and Maintenance manuals will all be onsite or accessible by computer. T&A training guide, post correspondence manuals are additional guideline references.

c. Authority to Make Commitments:

The position has no direct authority to make commitments, but will coordinate with Embassy staff, maintenance staff, service contractors and vendors on approved commitments as directed by Facility Manager or upper level Management in his or her absence.

d. Nature, Level and Purpose of Contacts:

To provide functional support to the Embassy American employees, family members and local staff relating to facilities issues. Levels of contact with contractors shall be held to a minimum or otherwise as directed by Facility Manager.

e. Time Expected to Reach Full Performance Level:

6 months

SELECTION PROCESS: Upon completion of the initial two-week mandatory announcement period, only Locally Employed Staff (LES) internal candidates who are currently employed by the Mission will be considered. If no internal candidate is selected, the position will be available to external candidates who are not employed by the Mission. When equally qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate's application specifically address the required qualifications above.

NOTE: Only short listed candidates will be contacted.

ADDITIONAL SELECTION CRITERIA:

- (1) Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
- (2) Current employees serving a probationary period are not eligible to apply.
- (3) Current Ordinarily Resident (OR) employees with an Overall Summary Rating of "Needs Improvement" or "Unsatisfactory" on their most recent Employee Performance Report are not eligible to apply.
- (4) Currently employed US Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
- (5) Currently employed Not Ordinarily Resident (NOR) employees hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
- (6) Background check will be conducted if selected.

TO APPLY: Interested candidates for this position must submit the following or the application will not be considered:

(1) Optional Application for Federal Employment (OF-612), US Embassy Dakar Application Form, or current resume/curriculum vitae that provides the same information as the OF-612.

(2) Letter of motivation addressing the qualification requirements of the position as listed above,

(3) Any additional documentation (e.g., essays, certificates, awards, copies of degrees earned) as relevant.

(4) Candidates who claim US Veterans' preference must provide a copy of their Form DD-214 with their application.

SUBMIT APPLICATION TO: American Embassy, Dakar, Human Resources Office

E-mail Address: DakarHRO@state.gov.

CLOSING DATE FOR THIS POSITION: August 21st, 2013

The US Mission in Senegal provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

DEFINITIONS:

1. US Citizen Eligible Family Member (USEFM) – For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- US Citizen; and,
- EFM (see below) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
 1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

2. Eligible Family Member (EFM) - An individual related to a US Government employee in one of the following ways:

- Spouse;
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;

- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

3. Member of Household (MOH) – An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a US Citizen.

4. Not Ordinarily Resident (NOR) – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (OR, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a General or Foreign Service (GS or FS) salary schedule, not under the Local Compensation Plan (LCP). If an individual is holding a diplomatic status through a spouse or partner by a third country or international organization (e.g., Union Nations), the candidate is classified as Not Ordinary Resident (NOR) and paid off the US FP Scale.

5. Ordinarily Resident (OR) – A Foreign National or US citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the LCP.